

MEMORANDUM FOR: Associate Deputy Director for Management and Services

SUBJECT : Midcareer Course

REFERENCE : Memorandum to DDM&S fm D/CO of 6 Aug 74;  
same subj.

1. The Office of Training very much appreciates the situation, as outlined in the reference, faced by the Office of Communications in enrolling its GS-12 and GS-13 officers in the Midcareer Course.

2. In respect to the recommendations contained in the memorandum, I would comment as follows:

a. Regarding the age restriction, the average age of officers attending recent runnings of the Midcareer Course has varied from 36 years to 38 years. OTR has long struggled to get the average age in the Midcareer Course down to this level, in part to avoid criticism by senior officers, like General Walters, who suggested that many officers attending the Course were actually well past the mid-point in their careers. The average age in recent runnings is quite satisfactory and cannot be criticized on this score. Even so, some officers in recent runnings had passed their 41st birthdays. It would be feasible, therefore, for the DDM&S to relax somewhat the age restrictions on nominees selected from the Office of Communications. Should this be done, however, I hope that nominees past 40 would be balanced off by younger officers from other Directorate components so that the average age would remain at present levels.

b. As to additional runnings, the Midcareer Course is now conducted six times per year in contrast to four runnings per year previously. This means that the Course

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is running almost continuously from late August through early June. As our earlier experience with running the Course in the middle of summer proved unsatisfactory, scheduling of an additional running is not in my judgment feasible.

c. It would be possible to cancel one or more regular runnings and instead dedicate them for "overage" officers from all Directorates. There are several reasons why I would not favor doing this. Even with six regular runnings a year, we face quite a bit of pressure from various components to get officers who meet the age and grade criteria into the Course. Further, unless such special runnings were to include a rather high proportion of Communications careerists, the Office of Communications would not get substantial relief for the problem that it now faces. At the same time, if a large proportion were drawn from a single component, a good part of the learning, which comes through contact with officers from all parts of CIA, would be lost. Also, I would expect any special runnings for overage officers would result in their being tagged "over-the-hill" and draw down the kind of criticism noted above.

d. The number of spaces allocated to the Office of Communications within the Directorate's overall quota is essentially a Directorate matter outside the purview of the Office of Training. We would suggest, however, that the DDM&S consider increasing the enrollment from the Office of Communications in proportion to their number within the Directorate.

3. I recognize that the above suggestions probably would provide only limited relief over the near term to the problem outlined in the reference. However, by taking the two steps--some relaxation of the age restriction and some increase in the number of O/C attendees in each running--the problem faced by Communications would over a longer period be alleviated considerably.

Alfonso Rodriguez  
Director of Training

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# ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Midcareer Course

FROM:

Director of Communications  
2D00 Hqs

EXTENSION

7354

NO.

DATE

DTR-0544

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Director of Training,  
936 C of C Bldg.

8/6

8/7

P

1 to 243:

This is a good description of the OC problem. My only surprise is that it took them so long to "yea."

What can we do to help?

P

Suspense: 13 Aug '74

2.

C/PDS

3.

C/II

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